

Variable	Mean	SD	Min	Max
Age	34.5	10.2	21	55
Gender	0.5	0.5	0	1
Marital status	0.6	0.5	0	1
Education	12.5	1.5	9	16
Income	15.2	5.8	5	35
Health status	0.7	0.4	0	1
Stress level	3.2	1.1	1	5
Life satisfaction	4.1	0.8	3	5
Work engagement	3.8	0.9	2	5
Organizational commitment	4.2	0.7	3	5
Job satisfaction	4.0	0.8	3	5
Turnover intention	1.5	0.6	1	3
Organizational citizenship behavior	3.5	0.9	2	5
Employee well-being	3.9	0.8	2	5
Work-life balance	3.7	0.9	2	5
Job design	3.6	0.8	2	5
Supervisor support	4.1	0.7	3	5
Team cohesion	4.0	0.8	3	5
Organizational culture	3.8	0.9	2	5
Leadership style	3.9	0.8	2	5
Employee engagement	4.2	0.7	3	5
Job performance	4.1	0.8	3	5
Organizational commitment	4.3	0.6	3	5
Job satisfaction	4.2	0.7	3	5
Turnover intention	1.4	0.5	1	3
Organizational citizenship behavior	3.6	0.8	2	5
Employee well-being	3.8	0.7	2	5
Work-life balance	3.7	0.8	2	5
Job design	3.5	0.9	2	5
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Team cohesion	3.5	0.8	2	5
Organizational culture	3.3	0.9	2	5
Leadership style	3.4	0.8		

My residence, post office address and citizenship are as stated below next to my name.

I hereby state that I have reviewed and understand the contents of the above identified specification, including the claims, as amended by any amendment referred to above.

I acknowledge the duty to disclose information which is material to the examination of this application in accordance with Title 37 Code of Federal Regulations, §1.56.

I hereby claim foreign priority benefits under Title 35, United States Code, §119 of any foreign application(s) for patent or inventor's certificate listed below and have also identified below any foreign application for patent or inventor's certificate having a filing date before that of the application on which priority is claimed:

NONE

I hereby claim the benefit under Title 35, United States Code, §120 of any United States application(s) listed below and, insofar as the subject matter of each of the claims of this application is not disclosed in the prior United States application in the manner provided by the first paragraph of Title 35, United States Code, §112, I acknowledge the duty to disclose material information as defined in Title 37, Code of Federal Regulations, §1.56 which occurred between the filing date of the prior application and the national or PCT international filing date of this application:

NONE

I hereby declare that all statements made herein of my own knowledge

are true and that a. statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under § 1001 of Title 18 of the United States Code and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

And I hereby appoint: **Michael R. Gilman** (Reg. No. 34,826) and
Jeffrey I. Kaplan (Reg. No. 34,356)

whose address is KAPLAN & GILMAN, 900 Route 9 North, 5th Floor, Woodbridge New Jersey 07095 -- telephone (732) 634-7634-- jointly and severally my attorneys with full power of substitution and revocation, to prosecute this application and to transact all business in the Patent and Trademark Office connected therewith.

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FOOTNOTES